

## MINUTES OF THE CITY COUNCIL

CITY OF AUSTIN, TEXAS

Regular Meeting

June 8, 1950  
10:00 A.M.

Council Chamber, City Hall

The meeting was called to order with Mayor Pro-Tem Drake presiding.

## Roll Call:

Present: Councilmen Johnson, Long, MacCorkle, Mayor Pro-Tem Drake

Absent: Mayor Glass

Present also: Walter E. Seaholm, City Manager; Trueman E. O'Quinn City Attorney; C. G. Levander, Director of Public Works; R. D. Thorp, Chief of Police, Beverly Sheffield, Director of Recreation.

Councilman Johnson moved that since copies of the minutes of the last meeting of the City Council have been furnished Council members by the City Clerk, the reading of the minutes be dispensed with and that the minutes be adopted as read in the Clerk's report. Upon being duly seconded by Councilman Long, the motion was unanimously adopted by the Council and the minutes so approved.

MISS JOYCE RYDBERG, MISS MARGARET JO PILAND, and DELANO WOMACK, members of the Austin Youth Organization, appeared before the Council submitting their program for summer activities at the Hancock Center. MISS JOYCE RYDBERG extended an invitation to the Council to attend their formal dance Saturday, June 10th, 1950, and other dances throughout the season.

GEORGE BUNTON, 2413 Bryan Street, asked that the street in front of his property be fixed, as it had been torn up and never put back in order. He asked also that the dirt that had been removed, exposing his water pipes, be replaced. This request was referred to the City Manager to check with the Engineering Department. MR. BUNTON also asked that a light be installed on that street. This request was referred to the City Manager to check into.

Councilman Long offered the following resolution and moved its adoption:

## (RESOLUTION)

WHEREAS, Southern Union Gas Company has presented to the City Council tentative maps or plans showing the proposed construction of its gas mains in

the streets in the City of Austin hereafter named, and said maps or plans have been considered by the City Council; therefore

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

THAT Southern Union Gas Company be and the same is hereby permitted to lay and construct its gas mains in and upon the following streets:

(1) A gas main in STRASS DRIVE, from a point 20 feet north of West 49th Street northerly 200 feet, the centerline of which gas main shall be  $7\frac{1}{2}$  feet west of and parallel to the east property line of said Strass Drive.

Said gas main described above shall have a cover of not less than  $2\frac{1}{2}$  feet.

(2) A gas main in HARRIET COURT, from Woodrow Avenue easterly 207 feet, the centerline of which gas main shall be  $7\frac{1}{2}$  feet south of and parallel to the north property line of said Harriet Court.

Said gas main described above shall have a cover of not less than  $2\frac{1}{2}$  feet.

The Southern Union Gas Company is hereby put upon notice that the City of Austin does not guarantee that the space assigned above is clear from other underground utilities, but is based upon the best records we have at hand, and that the minimum depth stated does not have any reference to the fact that greater depths may not be required at special points. When the Southern Union Gas Company requires definite information upon the ground as to elevations or working points from which to base the location of their assignments, they shall apply to the Department of Public Works not less than three (3) days before such information is required. The Southern Union Gas Company is further put upon notice that they will be required to bear the expense of repairs or replacement of any underground utility damaged during the construction of lines named in this resolution.

AND THAT whenever pavement is cut in the vicinity of a fire plug, water must be used at intervals during the course of backfilling of the ditches.

THAT the work of laying of said gas mains, including the excavation in the streets, and the restoration and maintenance of said streets after the mains have been laid shall be under the supervision and direction of the City Manager, and under all the pertinent terms and conditions of the certain franchises granted to said company by the City of Austin.

Which motion, seconded by Councilman Johnson, carried by the following vote:

Ayes: Councilmen Johnson, Long, MacCorkle, Mayor Pro-Tem Drake  
Noes: None  
Absent: Mayor Glass

Councilman Long offered the following resolution and moved its adoption:

(RESOLUTION)

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

That the final plat of the subdivision known as "Royal Oaks", Section 3, approved by the City Plan Commission of the City of Austin on April 8, 1950, be and the same is hereby accepted and authorized to be filed of record in the office of the County Clerk of Travis County, Texas, in accordance with the provisions of the laws of the State of Texas, and the ordinances of the City of Austin, and that this action of the City Council be indicated by appropriate notation, signed by the Mayor, on the original plat of said subdivision prior to its recording in the Plat Records of Travis County, Texas.

Which motion, seconded by Councilman Johnson, carried by the following vote:

Ayes: Councilmen Johnson, Long, MacCorkle, Mayor Pro-tem Drake

Noes: None

Absent: Mayor Glass

The Mayor Pro-Tem introduced the following ordinance:

AN ORDINANCE AMENDING THAT CERTAIN ORDINANCE ENTITLED: "AN ORDINANCE REGULATING TRAFFIC UPON THE PUBLIC STREETS OF THE CITY OF AUSTIN; PRESCRIBING PENALTIES FOR THE VIOLATION OF SAME; REPEALING ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT HEREWITH; AND DECLARING AN EMERGENCY," WHICH ORDINANCE WAS PASSED BY THE CITY COUNCIL OF THE CITY OF AUSTIN MAY 6, 1937, AND IS RECORDED IN BOOK "K", PAGES 159-179, INCLUSIVE, OF THE ORDINANCE RECORDS OF THE CITY OF AUSTIN, BY AMENDING SECTION 12(a) OF ARTICLE III, RELATING TO SIGNAL LIGHT LOCATIONS; REPEALING ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT HEREWITH; AND DECLARING AN EMERGENCY.

The ordinance was read the first time, and Councilman MacCorkle moved that the rule be suspended and the ordinance passed to its second reading. The motion, seconded by Councilman Johnson, carried by the following vote:

Ayes: Councilmen Johnson, Long, MacCorkle, Mayor Pro-Tem Drake

Noes: None

Absent: Mayor Glass

The ordinance was read the second time, and Councilman MacCorkle moved that the rule be suspended and the ordinance passed to its third reading. The motion, seconded by Councilman Johnson, carried by the following vote:

Ayes: Councilmen Johnson, Long, MacCorkle, Mayor Pro-Tem Drake  
Noes: None  
Absent: Mayor Glass

The ordinance was read the third time, and Councilman MacCorkle moved that the ordinance be finally passed. The motion, seconded by Councilman Johnson, carried by the following vote:

Ayes: Councilmen Johnson, Long, MacCorkle, Mayor Pro-Tem Drake  
Noes: None  
Absent: Mayor Glass

The Mayor Pro-tem then announced that the ordinance had been finally passed.

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The ordinance was read the first time, and Councilman Johnson moved that the rule be suspended and the ordinance passed to its second reading. The motion, seconded by Councilman Long, carried by the following vote:

Ayes: Councilmen Johnson, Long, MacCorkle, Mayor Pro-Tem Drake  
Noes: None  
Absent: Mayor Glass

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Ayes: Councilmen Johnson, Long, MacCorkle, Mayor Pro-Tem Drake  
Noes: None  
Absent: Mayor Glass

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Ayes: Councilmen Johnson, Long, MacCorkle, Mayor Pro-Tem Drake  
Noes: None  
Absent: Mayor Glass

The Mayor Pro-Tem then announced that the ordinance had been finally passed.

Councilman MacCorkle moved that the following applications for change of zoning be referred to the Zoning Board of Adjustment for consideration and recommendation:

EDWARD JOSEPH, By Donald Thomas	3407-09 Guadalupe	From "B-1" Residence To "C" Commercial
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FRANK BUTLER, JR., & ANITA MARIE BUTLER, REUGEN B. WRIGHT AND VELMA MAE WRIGHT: LUD- WIG WENDLANDT AND EDA WENDLANDT (C/o E. Ahl- grim)	405, 409 and 411 W. 16th Street	From "B" Residence To "C" Commercial
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DONALD S. THOMAS	4200 Block Jackson Avenue & 4300 Block Bull Creek Road	From "A" Residence To "C" Commercial
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The motion, seconded by Councilman Long, carried by the following vote:  
Ayes: Councilmen Johnson, Long, MacCorkle, Mayor Pro-Tem Drake  
Noes: None  
Absent: Mayor Glass

MR. CHARLES SANDAHL spoke in opposition to any plan taking delivery trucks off the Avenue after 10:00 A.M. He asked that some study be made and suggested the appointment of a Traffic Committee to help work out traffic problems, and suggested that traffic lights be synchronized. It was explained this discussion was a general discussion covering traffic in general, and the truck delivery matter was a suggestion growing out of the discourse, and no conclusions or recommendations had been made. To improve the traffic light system would take \$25,000 which was not at this time available. A revision of the system had been studied and planned; and at such time the money is available, changes will be made.

The City Manager submitted the following recommendation:

"The City Government of Austin has expanded rapidly during the past ten years to keep up with the demands of a fast growing population. A 70% increase in city employees, labor shortage during the war, and the rising costs of living have contributed to inequities in our existing wages and salaries. The absence of a formalized wage structure makes it impossible to correct these inequities or to prevent future ones from occurring.

"If we are to develop an effective personnel program, it is essential that we have sound wage and salary administration. Such administration is dependent upon the establishment and maintenance of proper relationships between the rates paid for all city jobs. Job evaluation is the most acceptable present-day method of determining wage relationships.

"Thus 'like pay for like work' is perhaps the foremost objective of job evaluation. However, there are other objectives which we have in mind and

believe we will accomplish with such a project. These include

1. To reduce the number of grievances resulting from a maladjusted wage structure
2. To provide accurate job data for use in --
  - (a) Recruiting, testing and placing new employees effectively
  - (b) Rehiring old employees after lay off or leave of absence
  - (c) Utilizing skills of current employees effectively
  - (d) Conserving skills through a revamping of jobs
  - (e) Delineating lines of promotion and authority
  - (f) Developing training programs
  - (g) Improving working conditions
  - (h) Revealing opportunities for technological improvement
3. To eliminate undue stress on seniority where seniority alone does not qualify an employee for a particular job.
4. To assist the City Administration in maintaining a wage policy of either high, average, or low wages in the community.

"The pitfalls of systematic evaluation of jobs are many and the professional advice of a firm specializing in this field is needed to avoid unnecessary trial and error. Six firms with reputations for outstanding work in job evaluation were contacted and interviewed by a committee composed of the Administrative Assistant to the City Manager, Finance Director, Personnel Director, Assistant Personnel Director, and the writer. The representative of each firm gave an oral presentation of how his company would perform the work. Written proposals were later submitted. A tabulation of these proposals is attached in the appendix. Contacts were made with organizations for whom the professional firms had developed job evaluations to obtain appraisals of the work performed. The committee also visited two companies that have formal job evaluation programs to determine the thinking of the managements for the value of such plans. They were enthusiastic in their praise and gave the committee much valuable information on what should be done and what should be avoided.

"These companies stressed the use of a professional consulting firm that possesses high prestige in the field of job evaluation and observes the policy of utilizing to a maximum degree the employees of the organization that engages their services. We know the value of our personnel participating in a project to improve our city's services. We are presently following this plan of consultation wherein the firm of Burns and McDonnell is providing us with much valuable help but the thinking of our supervisors and department heads is utilized in the final product. Only of active participation of our city employees in developing the job evaluation can we be assured of a plan which will be custom made for our particular needs and at the same time, provide responsible city personnel with the knowledge necessary to insure the intelligent use and maintenance of the plan. The plan cannot remain static but must be flexible to reflect changing relationships and to allow for the new jobs that will be created in a growing organization. Employee understanding is essential before we can expect acceptance of the plan and such acceptance can be achieved only through our participation in its development.

"Another important factor in gaining this acceptance is seeing that every person understands that his wage or salary will not be reduced through the evaluation of his job. If his salary is too high according to the final evaluation, efforts will be made to promote him, if he is qualified, to a job paying the compensation in line with his current rate. If he is not qualified for a higher paying job, his rate will not be changed as long as he is in his present position. Likewise, an employee below the minimum rate of the approved wage and salary plan will receive the stipulated increase.

"No informed person believes that job evaluation will eliminate completely the strife and conflict caused by basic wage demands. However, organizations whose wage and salary structure is based upon sound job evaluation procedures have the facts and methods for dealing fairly with wage grievances which arise. Thus the conflict in the cases of individual employees is reduced. Such a decrease in friction tends to promote more stable working relationships between the city administration and its employees, and gives the taxpayer more service for his tax dollar.

"After careful investigation, study, and discussion, it is the unanimous opinion of the Committee that the firm of Management Service, located in Houston, offers the type of professional service needed by the City of Austin to develop a sound wage and salary plan.

APPENDIX -- TABULATION OF CONTRACT PROPOSALS

ITEM FIRM	Contract Proposal	Personnel Furnished by Firm and by City of Austin	Employee and Supervisory Participation	Time Necessary for Project
Management Service (Nolvin Ward)	\$ 5,278.	Firm: Consultant. City: Job Analysis, Management Commt. Clerical help	MAXIMUM: Consul- tant trains city em- ployees to do job analysis. Management committee, after ex- tensive training, per- forms evaluation.	6 months
Remington- Rand	6,500.	Firm: Consultant and other technical help. Clerical help. City: None	MINIMUM: Firm has staff which does en- tire job. No em- ployee participation is encouraged.	12 man weeks
Public Admin- istration Service	7,500.	Firm: Consultant and other technical help. City: Clerical help.	VERY LITTLE: Firm controls survey and works with manage- ment, but does very little to encourage participation.	5 months
J. L. Jacobs and company	8,400.	Firm: Consultant and other technical help Clerical help City: None	SOME: Jacobs has made surveys utili- zing organization's personnel, but did not recommend it for Austin	4 months

(Continued)

ITEM FIRM	Contract Proposal	Personnel Furnished by Firm and by City of Austin	Employee and Supervisory Participation	Time Necessary for Project
Griffenhagen and Asso- ciates	\$11,000.	Firm: Consultant and other technical help. Clerical help. City: None	MINIMUM: Firm controls project. Participation of employees not sought	6 months
Paul Jones and Associates	11,950.	Firm: Executive Asso- ciate and job analysis. City: 1 person to be trained in main- taining the plan. Clerical help.	MAXIMUM: This firm works much like Ward does	6 months

The City Manager stated it would improve morale and stabilize the salary schedules, and he hoped it could be ready prior to the budget preparation. He stated Mr. Ward recommended a Board to keep the classification going from here on, and he trains this Board. The Board would hear any grievances and gather all facts and make a recommendation. COUNCILMAN MacCORKLE moved that the recommendation of the City Manager be accepted and that Mr. Nolvin Ward from Houston be employed to do the classification job. The motion, seconded by Councilman Johnson, carried by the following vote:

Ayes: Councilmen Johnson, Long, MacCorkle, Mayor Pro-Tem Drake  
Noes: None  
Absent: Mayor Glass

MR. JOHN L. GRADY came before the Council requesting an easement or an access to his property adjoining Gillis Park. Mr. Seaholm explained that a street through Gillis Park was recommended, but it was necessary for Mr. Grady to purchase from the City property from the recommended street to his own, and his offer of \$50.00 was too low. Mr. Seaholm stated he recommended the dedication of the street now, as it was all in order, and that the Council might want to instruct him to go ahead and negotiate with Mr. Grady on the purchase of the property from the street to his lot. The proposed street would be a continuation of Durwood Street.

Councilman MacCorkle then offered the following resolution and moved its adoption:

(RESOLUTION)

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

That the following described tract of land owned by the City of Austin, a municipal corporation situated in Travis County, Texas, be and the same is hereby set aside and dedicated for public use as a street:

Sixty-eight one-hundredths (0.68) of one acre of land, same being out of and a part of that certain 7.80 acre tract of land, a portion of Live Oak Grove, a subdivision of the Bunton Homestead tract and of the Isaac Decker League in the City of Austin, Travis County, Texas, according to a map or plat of said Live Oak Grove of record in Volume Z, page 615 of the Deed Records of Travis County, Texas, which was conveyed to the City of Austin by Dr. Fred W. Pease, et ux, by warranty deed dated August 11, 1947, of record in Volume 869 at page 234 of the Deed Records of Travis County, Texas, which 0.68 of one acre of land is more particularly described by metes and bounds as follows:

BEGINNING at the southeast corner of the said City of Austin 7.80 acre tract of land;

THENCE with the south line of said City of Austin tract of land N.  $60^{\circ} 13' W$ . 50.00 feet to a point;

THENCE N.  $29^{\circ} 46' E$ . 425.26 feet to the point of curvature of a curve having an intersection angle of  $34^{\circ} 12'$ , a radius of 137.49 feet, and a tangent distance of 42.31 feet;

THENCE following said curving line to the left an arc distance of 82.09 feet, the long chord of which arc bears N.  $12^{\circ} 40' E$ . 80.87 feet to the point of reverse curvature between the aforementioned curve and a curve to the right having an intersection angle of  $33^{\circ} 31'$ , a radius at 141.20 feet, and a tangent distance of 42.53 feet;

THENCE following said curving line to the right an arc distance of 82.58 feet, the long chord of which arc bears N.  $12^{\circ} 20' E$ . 81.45 feet to the point of tangency of said curve.

THENCE N.  $29^{\circ} 05' E$ . 0.71 feet to a point in the north line of the said City of Austin 7.80 acre tract of land;

THENCE with the north line of said City of Austin 7.80 acre tract of land, S.  $60^{\circ} 06' E$ . 50.00 feet to the point of curvature of a curve having an intersection angle of  $33^{\circ} 31'$ , a tangent distance of 27.47 feet and a radius of 91.20 feet and from which point of curvature the northeast corner of the said City of Austin 7.80 acre tract of land bears S.  $60^{\circ} 06' E$ . 62.15 feet;

THENCE following said curving line to the left an arc distance of 53.34 feet, the long chord of which arc bears S.  $12^{\circ} 20' W$ . 52.61 feet to the point of reverse curvature between the aforementioned curve and a curve to the right having an intersection angle of  $34^{\circ} 12'$ , a radius of 187.49 feet and a tangent distance of 57.69 feet;

THENCE following said curving line to the right an arc distance of 111.94 feet, the long chord of which arc bears S. 12° 40' W. 110.29 feet to the point of tangency of said curve.

THENCE S. 29° 46' W. at 29.17 feet pass a corner of said City of Austin 7.80 acre tract of land, and continuing S. 29° 46' W. with the east line of said City of Austin 7.80 acre tract of land, in all a distance of 425.27 feet to the point of beginning.

BE IT FURTHER RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

That the City Clerk be and she is hereby authorized and directed to file this Resolution for record in the Office of the County Clerk of Travis County, Texas, thereby giving notice to the public of the dedication for public purposes of the tract of land herein described.

The motion, seconded by Councilman Johnson, carried by the following vote:

Ayes: Councilmen Johnson, Long, MacCorkle, Mayor Pro-tem Drake  
Noes: None  
Absent: Mayor Glass

MR. JOHN GRADY was then advised to work out details of purchasing some land between the above street and his own property with the City Manager.

COUNCILMAN JOHNSON made inquiry about the retirement plan for the employees, and about the report that is to be submitted to the Council. MR. SEAHOLM stated the report showing the comparisons between the City Retirement System and the State was not satisfactory, and that a report is now being prepared to specifically show in detail the costs, benefits, etc.

The Mayor brought up the following ordinance as amended for its third and final reading:

AN ORDINANCE REGULATING TAXICAB SERVICES IN THE CITY OF AUSTIN AND PRESCRIBING RULES AND STANDARDS FOR THE OPERATION AND CONTROL OF SUCH SERVICES IN THE PUBLIC INTEREST; PROVIDING FOR THE GRANTING OF FRANCHISES FOR TAXI-CAB SERVICES AND CREATING THE TAXICAB FRANCHISE COMMISSION; REQUIRING REGISTRATION OF ALL DRIVERS OF TAXICABS; REQUIRING THE INSTALLATION OF TAXIMETERS ON ALL TAXICABS AND FIXING MAXIMUM FARES; PROVIDING FOR ADMINISTRATION AND ENFORCEMENT OF THIS ORDINANCE; REPEALING ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT HEREWITH; PROVIDING A SAVING CLAUSE; PRESCRIBING PENALTIES FOR VIOLATION OF THIS ORDINANCE; AND DECLARING AN EMERGENCY.

The ordinance was read the third time and Councilman Johnson moved that the ordinance be finally passed. The motion, seconded by Councilman MacCorkle carried by the following vote:

Ayes: Councilmen Johnson, Long, MacCorkle, Mayor Pro-tem Drake  
Noes: None  
Absent: Mayor Glass

There being no further business, the Council recessed subject to the call of the Mayor.

APPROVED:

W. S. Drake, Jr.  
Mayor Pro-Tem

ATTEST:

Elin Woodley  
City Clerk